

DFC CO 16



DEPARTMENT OF THE NAVY
(b)(6), (b)(7)(c)

IN REPLY REFER TO
1611
Ser N00/390
10 May 18

THIRD ENDORSEMENT on (b)(6), (b)(7)(c) ltr 1910 Ser N00J/041J of 20 Apr 18

From: (b)(6), (b)(7)(c)

To: Commander, Navy Personnel Command (PERS-834)

Subj: NONJUDICIAL PUNISHMENT REPORT ICO CAPT (b)(6), (b)(7)(c) USN

1. Forwarded, concurring with the recommendations of the (b)(6), (b)(7)(c) (b)(6), (b)(7)(c) that CAPT (b)(6), (b)(7)(c) USN, be detached for cause. However, I do not recommend that CAPT (b)(6), (b)(7)(c) be required to show cause for retention in the naval service.

2. My point of contact is LT (b)(6), (b)(7)(c) JAGC, USN. She can be reached at (b)(6), (b)(7)(c) or at (b)(6), (b)(7)(c)

(b)(6), (b)(7)(c)

Copy to:
(b)(6), (b)(7)(c)

CAPT (b)(6), (b)(7)(c)



DEPARTMENT OF THE NAVY

(b)(6), (b)(7)(c)

1910
Ser N00J/046J
1 May 18

SECOND ENDORSEMENT on (b)(6), (b)(7)(c) ltr 1910 Ser N00J/041J of
20 Apr 18

From: (b)(6), (b)(7)(c)
To: Commander, Navy Personnel Command (PERS-834)
Via: (b)(6), (b)(7)(c)

Subj: NONJUDICIAL PUNISHMENT REPORT ICO CAPT (b)(6), (b)(7)(c) USN.
(b)(6), (b)(7)(c)

1. Forwarded.

(b)(6), (b)(7)(c)

Copy to:
(b)(6), (b)(7)(c)

1910
27 Apr 18

FIRST ENDORSEMENT on (b)(6), (b)(7)(c) ltr 1910 Ser N00J/041J of 20 Apr 18

From: CAPT (b)(6), (b)(7)(c) USN
To: Commander, Navy Personnel Command (PERS-834)
Via: (1) (b)(6), (b)(7)(c)
(2) (b)(6), (b)(7)(c)

Subj: NONJUDICIAL PUNISHMENT REPORT ICO CAPT (b)(6), (b)(7)(c)
USN (b)(6), (b)(7)(c)

1. I acknowledge receipt of the subject Report of Nonjudicial Punishment, and I respectfully disagree with (b)(6), (b)(7)(c) recommendations that I be detached for cause and required to show cause for retention in the Naval Service.

2. I am disheartened that although I have served for almost (b)(6), (b)(7)(c) my value as a Naval Officer has been called into question. I was highly regarded by two different reporting seniors during my time as the (b)(6), (b)(7)(c) as my FITREPs show and I was ranked twice as the number one Major Command O6. I have always tried to accomplish the mission while simultaneously caring for those with whom I have served. Also, as a Joint Qualified Officer, I have developed unique expertise in strategic management and operations. Given my multiple years of exceptional performance and demonstrated ability to lead I should be retained in the Naval Service.

(b)(6), (b)(7)(c)



DEPARTMENT OF THE NAVY

(b)(6), (b)(7)(c)

1910
Ser N00J/041J
20 Apr 18

From: (b)(6), (b)(7)(c)
To: Commander, Navy Personnel Command (PERS-834)
Via: (1) CAPT (b)(6), (b)(7)(c) USN
(2) (b)(6), (b)(7)(c)
(3) (b)(6), (b)(7)(c)

Subj: NONJUDICIAL PUNISHMENT REPORT ICO CAPT (b)(6), (b)(7)(c)
USN (b)(6), (b)(7)(c)

Ref: (a) MILPERSMAN 1611-010
(b) Article 1122, U.S. Navy Regulation (1990)

Encl: (1) Report and Disposition of Offense (NAVPERS 1626/7)
(2) Report of Command Investigation dtd 1 Mar 18
(3) Punitive ltr of reprimand dtd 9 Mar 18
(4) Summary of NJP
(5) Punitive ltr acknowledgment of receipt
(6) NJP Appeal dtd 16 Mar 18
(7) Denial of NJP Appeal dtd 17 Apr 18
(8) Relief notification dtd 24 Feb 18

1. Per reference (a), this report of misconduct in the case of CAPT (b)(6), (b)(7)(c) is forwarded for review and action. On 9 March 2018 nonjudicial punishment (NJP) was imposed on CAPT (b)(6), (b)(7)(c) for violation of Uniform Code of Military Justice Article 92 (dereliction of duty). Enclosure (1) is the report and disposition of offenses from the proceedings. Enclosure (2) is the report of a command investigation into the facts of this case.

2. At the NJP proceeding, CAPT (b)(6), (b)(7)(c) pled not guilty of the sole charge and its one specification. I found him guilty of that charge and its specification for negligent dereliction of duty based on his failure to effectively confront, correct, or counsel his immediate subordinate, CAPT (b)(6), (b)(7)(c) USN, with regard to CAPT (b)(6), (b)(7)(c) bullying, belittling, and humiliating behavior toward subordinates. I awarded CAPT (b)(6), (b)(7)(c) a punitive letter of reprimand. By his actions, CAPT (b)(6), (b)(7)(c) has shown his character is not in keeping with the standards expected of a naval officer.

3. A copy of the punitive letter of reprimand is attached as enclosure (3). Details of the hearing are set forth in enclosure (4). CAPT (b)(6), (b)(7)(c) acknowledged receipt of his punitive letter of reprimand on 9 March 2018, as documented in enclosure (5).

4. As reflected in enclosure (6), CAPT (b)(6), (b)(7)(c) appealed his punishment to (b)(6), (b)(7)(c). His appeal was denied on 17 April 2018, which is documented in enclosure (7). Accordingly, NJP is now final and will be reflected in the fitness report that covers the date NJP was imposed.

Subj: NONJUDICIAL PUNISHMENT REPORT ICO CAPT (b)(6), (b)(7)(c)
USN (b)(6), (b)(7)(c)

5. After fully reviewing this case, the following administrative actions are requested or acknowledged recommended:

a. I request CAPT (b)(6), (b)(7)(c) be detached for cause (DFC). As shown in enclosure (8), I relieved CAPT (b)(6), (b)(7)(c) from his position as (b)(6), (b)(7)(c) on 24 February 2018 for loss of confidence in CAPT (b)(6), (b)(7)(c) ability to command. I made this decision after receiving a preliminary report of the command investigation documented in enclosure (2) into concerns of a negative command climate at (b)(6), (b)(7)(c). The report made it clear that even though CAPT (b)(6), (b)(7)(c) had witnessed CAPT (b)(6), (b)(7)(c) abusive behavior on numerous occasions, CAPT (b)(6), (b)(7)(c) failed to take action to stop the behavior. There is no evidence that CAPT (b)(6), (b)(7)(c) personally mistreated subordinates. His failure to address CAPT (b)(6), (b)(7)(c) behavior, while in a position of command, led me to relieve him of his duties. For the same reason, he should be detached for cause.

b. Promotion delay is not at issue in this case.

c. CAPT (b)(6), (b)(7)(c) should be required to show cause for retention in the naval service. He is a (b)(6), (b)(7)(c) with more than (b)(6), (b)(7)(c) of honorable naval service. The value of someone in this position is in their ability to lead. Based on the report contained in enclosure (2), I do not believe CAPT (b)(6), (b)(7)(c) can effectively serve as a leader in the U.S. Navy. Having said this, I again reiterate that CAPT (b)(6), (b)(7)(c) did not personally mistreat Sailors in his charge.

d. I recommend CAPT (b)(6), (b)(7)(c) receive permanent change of station orders to leave (b)(6), (b)(7)(c) as soon as possible. (b)(6), (b)(7)(c) is not a good place for a senior officer who has been relieved of his duties. The interests of all parties would be better served by returning CAPT (b)(6), (b)(7)(c) to a fleet concentration area (b)(6), (b)(7)(c).

6. By copy hereof, CAPT (b)(6), (b)(7)(c) is notified of his right, per reference (a), to submit his comments, within 10 days of receipt, concerning this report of NJP, letter of reprimand, detachment for cause request, and show cause recommendation, which will be included as adverse matter in his official record. CAPT (b)(6), (b)(7)(c) is also hereby notified that those in the endorsement chain may choose to make recommendations different than those contained in this letter. His comments or declination to make a statement will be reflected in his endorsement to this letter.

Copy to:
(b)(6), (b)(7)(c)